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FISCAL IMPACT STATEMENT

LS 6945

BILL NUMBER: HB 1387

NOTE PREPARED: Jan 5, 2005

BILL AMENDED:

SUBJECT: Local Government Public Safety Bargaining.

FIRST AUTHOR: Rep. Frizzell

FIRST SPONSOR:

BILL STATUS: As Introduced

FUNDS AFFECTED: X GENERAL
DEDICATED
FEDERAL

IMPACT: State&Local

Summary of Legislation: This bill requires a unit with a population of 5,000 or more to meet and confer with the representative of the unit's employees concerning pay issues and conditions of employment. The bill provides that employees may not engage in a strike. It provides that an agreement between an employer and an employee organization may not require a unit to engage in deficit financing.

Effective Date: July 1, 2005.

Explanation of State Expenditures:

Explanation of State Revenues:

Explanation of Local Expenditures: The bill requires units with a population of over 5,000, under certain conditions, to meet and confer with the representative of the unit's police and fire departments on issues and proposals regarding wages, hours of employment, and other conditions and terms of employment. If, after meeting and conferring with no written agreement and with 60% of the members of the legislative body of the employer voting to do so, the employer may elect to terminate its duty to meet and confer. There are about 462 counties, townships, cities, or towns that have a population of over 5,000. It is unknown how many have public safety employees and do not currently meet and confer with the employees.

The bill could lead to additional expenditures by local governments due to negotiated contract settlements that are over and above what might have been granted by the units without the requirement to meet and confer. However, the extent of any impact is unknown.

Background: There are various forms of negotiating processes between employers and employees, ranging from a requirement to meet and confer to collective bargaining with binding arbitration. The resulting impact on wage and salary levels and other conditions of employment can vary, as well, depending on these rules and procedures under which the negotiation is required to take place.

This bill allows employees to solicit membership in and join an employee organization and to have dues deducted from employee wages and submitted to the recognized representative. It also allows an election to be conducted for the purpose of determining an employee representative. The bill also affirms the rights of employers in the directing the work of employees, while also imposing certain limitations on employers with respect to actions toward the employees and their elected representative.

This bill also imposes certain obligations on the employer to meet and confer in good faith with the employee representative to discuss issues and proposals regarding wages, hours of employment, and other conditions and terms of employment. However, under certain specified conditions, the employer may also elect to terminate its duty to meet and confer. The impact on wages, salaries, and other conditions of employment is unknown and can vary between local units.

Explanation of Local Revenues:

State Agencies Affected:

Local Agencies Affected: Counties, cities and towns, and townships.

Information Sources:

Fiscal Analyst: Chuck Mayfield, 317-232-4825.